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Policies and Benefits

State employee compensation, benefit changes effective September 1

Laws passed during the 83rd Texas Legislature will result in changes to some state employee compensation and benefits effective September 1. While TDCJ staff who received a 5 percent pay raise effective September 1, 2013, will not receive an additional increase, other state employees in Salary Schedules A and B will receive a 2 percent salary increase in fiscal year 2015, with a \$50 monthly minimum. Law enforcement officers and Salary Schedule C employees with the Office of Inspector General will also receive a salary adjustment beginning September 1.

Other changes to retirement provisions and health care benefits effective September 1 include:

- The state and employee retirement contributions to the Employees Retirement System of Texas (ERS) retirement fund increases. The state retirement contribution will increase from 7 percent to 8 percent and the employee retirement contribution will increase from 6.6 percent to 6.9 percent.
- The state contribution for retiree health insurance changes for all Texas Employees Group Benefits Program (GBP) members who do not have five years of service credit on or before September 1, 2014. For those employees with less than five years of service credit on or before September 1, 2014, the state contribution upon retirement will be 100 percent for members who retire with 20 or more years of service, 75 percent for members who retire with at least 15 years of service, and 50 percent for members who retire with at least 10 years of service.
- The health coverage waiting period for new employees changes from 90 to 60 days.
- The ERS will add a third dental plan called the State of Texas Dental Dis-



count Plan. The Dental Discount Plan, administered by Careington International Corporation, is a program which discounts dental services and treatment performed by participating providers; it is not an insurance plan. Employees and their dependents may enroll in one of the two dental insurance plans offered through ERS, or they may enroll in the Dental Discount Plan; however, they may not be enrolled in both and all must be on the same plan.

- Scott & White Health Plan has added Walker County to its service area. Employees living or working in Walker County may now choose this plan for their health insurance. Although Scott & White does not require selection of a primary care physician, employees must use an approved Scott & White Health Plan Provider.
- Health insurance premiums will increase for HealthSelect by approximately 6.89 percent, Community First premiums will increase by approximately

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5.4 percent, and Scott & White premiums will increase by approximately 10.4 percent.

For more information or answers to questions regarding employee benefits, employees should contact ERS directly at (877) 275-4377, their unit or department Human Resources representative or TDCJ Employee Services at HR headquarters in Huntsville at (936) 437-4064. ●